

EMPLOYER BENEFITS OF EARLY NOTIFICATION

Elements of successful layoffs and closures

- ✓ Early notification to employees can alleviate many concerns an employer facing layoff or closure may encounter.
- ✓ Company loyalty of employees grows stronger when the employer is seen actively playing a role in the services and information workers are receiving.
- ✓ As the employer invests in the worker during this transition period, the worker remains committed to the company.
- ✓ This commitment creates an environment where rumors can be addressed and controlled; potential for sabotage or theft is reduced or eliminated; production remains high and many times even increases; workers are more likely to remain company attached until their release date.
- ✓ Additionally, dislocated worker services are pre-paid. Services are provided through grants under the Workforce Investment Act.
- ✓ In companies where advanced notice is given and pre-layoff services are offered, workers' compensation claims and increased use of sick leave are greatly reduced.
- ✓ The dislocated worker team offers assistance to Human Resources staff as they face an increase of questions, complaints and concerns from employees.
- ✓ Advance notice correlates directly with a rapid return to the workforce after company release.
- ✓ Notice allows time to plan.
- ✓ Formation of transition teams or peer programs allow employer and worker needs to be addressed, therefore creating more comprehensive and individualized services.